

**RECOMMENDED ACTION AND JUSTIFICATION:** Policy Item: Yes ( ) No (X )  
 Authorize the removal of a Planner II and Planner IV allocation and adding two Planner III allocations and promote incumbent Planner II Skip Strathearn to a Planner III. The existing and proposed employee allocation as it relates to the Planner positions is as follows:

Existing Allocation		Proposed Allocation	
Position	# of Positions	Position	# of Positions
Planner I	1	Planner I	1
Planner II	2	Planner II	1
Planner III	0	Planner III	2
Planner IV	1	Planner IV	0
<b>TOTAL</b>	<b>4</b>	<b>TOTAL</b>	<b>4</b>

The proposed action will enable the Interim Planning Director to promote at least one, if not both, of the Planner II incumbents to a Planner III. As a result of the Planning Department's reorganization last year, staff allocation is management top heavy. With the resignation of Jay Pawlek who held the Planner IV position, removing this position from Planning's employee allocation will not affect any employee. The Planner III is considered a journey level position and could provide more productivity with the level of experience required of that position whereas the Planner II position is entry-level and requires only a four-year degree with no experience in the planning field. Changing the Planner allocation in this manner will not increase cost to the Planning budget and as noted above, the proposed allocation will not affect the number of positions within the department. The proposal is also made in consideration of existing workload in the department and the type of work assignments currently being performed by the Planner III incumbents. Filling the remaining open Planner positions will be done at a department level.

**BACKGROUND AND HISTORY OF BOARD ACTIONS:**

On June 22, 1999, the Board began the reorganization of the Planning Department by eliminating the Air Quality Transportation Specialist, allocated the position of Planner IV to the Planning Department, and moved the incumbent Air Transportation Specialist to the Planner IV position.

**LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

- Adopt this action as proposed.
- Revised this action as the Board desires and adopt.

**COSTS:** (X) Not Applicable

A. Budgeted current FY \$ \_\_\_\_\_

B. Total anticipated costs \$ \_\_\_\_\_

C. Required additional funding \$ \_\_\_\_\_

D. Internal transfers \$ \_\_\_\_\_

**SOURCE:** ( ) 4/5ths Vote Required

A. Unanticipated revenues \$ \_\_\_\_\_

B. Reserve for contingencies \$ \_\_\_\_\_

C. Source description: \_\_\_\_\_

Balance in Reserve for Contingencies, if approved: \$ \_\_\_\_\_

**SPECIAL INSTRUCTIONS:**  
 List the attachments and number the pages consecutively:

**No attachments.**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**CLERK'S USE ONLY:**

Res. No.: 00-189 Ord. No. \_\_\_\_\_

Vote - Ayes: 5 Noes: \_\_\_\_\_

Absent: \_\_\_\_\_ Abstained: \_\_\_\_\_

( ) Approved ( ) Denied

( ) Minute Order Attached ( ) No Action Necessary

**ADMINISTRATIVE OFFICER'S RECOMMENDATION:**  
 This item on agenda as:

Recommended

Not Recommended

For Policy Determination

Submitted with Comment

Returned for Further Action

The foregoing instrument is a correct copy of the original on file in this office.

Date: \_\_\_\_\_

ATTEST: MARGIE WILLIAMS, Clerk of the Board  
 County of Mariposa, State of California

By: \_\_\_\_\_  
 Deputy

Comment: \_\_\_\_\_

A.O. Initials: JG